

**1 and 2. Asking for copies of both 2021 and current USNA (FY 2022) EO/EEO or Diversity Equity and Inclusion (DEI) training materials and policy letters. Please provide any DEI / EO/EEO materials in your organization that classifies people by race, color, creed, gender, or national origin. Copies of information and materials that assign guilt by association, or discriminates based on immutable characteristics, or sees things primarily through a racial lens.**

2022 USNA Harassment Prevention and Military EO Policy letters are attached. 2021 Equal Employment Opportunity Policy letters are attached. 2022 EEO policy letters have not been finalized. Diversity & Inclusion Briefs given during Plebe Summer or to Blue & Gold Officers/Influencers attached. Diversity Peer Educator (DPE) training and monthly discussion topics attached. We report race and ethnicity per higher level guidance (Navy and OPM). There is no USNA local guidance.

**3. Provide training materials with similar information that contains or discusses "oppressed vs. oppressor class, systematic racism, white privilege, or victim vs. victimizer. Or training / educational materials that advocates, encourages, or speaks well of Socialist or Marxist based organizations like Black Lives Matter.**

No findings if not in the provided trainings.

**4. Respectfully asking for copies of DEI training or EO/EEO training materials or directives which advocate for the 1619 Project, or other information as developed by Nikole Hannah-Jones.**

No findings if not found in the provided trainings.

**5. Request copies of DEI, EO/EEO training materials or directives that advocate instruction from Professor Derrick Bell. Specifically, information advocated or taught regarding his theory called "Critical Race Theory."**

No findings if not found in the provided trainings.

**6. Request copies of lesson plans, videos, DEI / EO/EEO policies or any training materials in your organization that contain the teachings of professor, Ibram X. Kendi.**

No findings if not found in the provided trainings.

**7. Request to know who was or is the organizational leader, or person(s) that authorized the teaching of Critical Race Theory or similar DEI EO/EEO training in your unit / organization in FY 2021 and currently in 2022? And if possible, which leaders, staff, cadre, or contractors, taught this training, provided briefings, or gave similar DEI, EO, or EEO training.**

No findings. USNA has not authorized CRT curriculum or training.

**8. Please provide the names of the titles of the books and authors used in 2021 and 2022 to teach DEI, EO / EEO training? Be sure to include any books written by Nikole Hannah-Jones, Professor Derrick Bell, or Ibram X. Kendi.**

EEO training does not have required books or reading as it is not a course, but a training. There are no records of the books if they are not mentioned in the trainings. A full listing of courses taught at USNA and their descriptions are publicly available and can be found at <https://www.usna.edu/Academics/Majors-and-Courses/course-description/All-Courses.php>

**9. Cost: How much did your organization spend in AF / NAF / or contracted funds / for CRT or similar DEI instruction, books, and training materials in FY 2021? Please include a summary roll up / total cost to teach CRT or similar DEI training in FY 2021?**

No findings.

**10. Requesting relevant DEI EO/EEO Policy Letters, emails, or messages from the Commandant, Deputy Commandant, and the Senior Enlisted Advisor. Specifically, leaders such as: Colonel James P. McDonough, USMC, Commandant of Midshipmen. Captain David S. Forman, United States Navy, Deputy Commandant of Midshipmen. And Master Chief Avionics Technician Bernard Figueroa, United States Navy, the Brigade Senior Enlisted Advisor. Please also include DEI / EO/EEO Chiefs or leaders.**

Commandant Policy Letters and one email from Dep Dant attached.